



guidelines for awarding fh* professorships at mci.

In force as of 01 February 2024

Note: Errors and amendments excepted, including in particular amendments relating to changes of legal provisions, to decrees or ordinances or to any other requirements imposed or recommendations issued by the competent Federal Ministry, the competent accreditation body or any other competent authorities or institutions.

**Fachhochschule ("FH") = University of Applied Sciences*

1 legal basis.

§ 10(8) FHG (Austrian Act on Universities of Applied Sciences), as amended, stipulates as follows: "The Provider shall have the right, in accordance with the regulations laid down in the statutes and in consultation with the Academic Council, to allow persons employed with the university of applied sciences to use the corresponding titles as are customary in the university system pursuant to the UG (Austrian Act on Universities) in an appropriate manner. The use of these titles shall only be admissible with the addendum 'FH', '(FH)' or 'Fachhochschul-...'. There is no legal claim to be awarded these titles.

2 right to submit an application.

Persons who are full-time employees of MCI and are part of its academic staff are entitled to submit an application.

3 types of mci professorship in accordance with the mci career model.

In accordance with the MCI career model, there are different types of professorship dependent on category, professional profile and teaching load, as follows (English/German):

- Assistant Professorship / Assistenzprofessur (FH)
- Associate Professorship / Assoziierte FH-Professur
- Full Professorship / FH-Professur ("Full Professor")

4 criteria & submission of application.

4.1 ASSISTANT PROFESSORSHIP

Persons who desire to obtain the right to use the title "Assistenzprofessor:in (FH)" and "Assistant Professor", respectively, in accordance with the provisions of § 10 FHG shall have the right to submit a relevant written application to the Management, which shall include the following documents:

- **Curriculum Vitae:** overview of previous career, education and further qualifications, professional development, etc.
- **Evidence of academic qualification:** doctorate or equivalent academic qualification, etc.; SA Maintenance.
- **Evidence of teaching experience and quality:** a minimum of 5 weekly semester hours, meeting the relevant quality criteria and taught independently, at universities, universities of applied sciences or comparable higher education institutions or study programs in Austria or abroad.

4.2 ASSOCIATE PROFESSORSHIP

Persons who desire to obtain the right to use the title "Assoziierte:r Fachhochschul-Professor:in", "Assoziierte:r FH-Professor:in" or "Assoziierte:r Professor:in (FH)" and "Associate Professor", respectively, in accordance with the provisions of § 10 FHG shall have the right to submit a relevant written application to the Management, which shall include the following documents:

- **Curriculum Vitae:** overview of previous career, education and further qualifications, professional development and functions, etc.
- **Evidence of academic qualification:** doctorate or equivalent academic qualification, publications, awards, memberships, editorships, etc.
- **Evidence of teaching experience and quality:** a minimum of 10 weekly semester hours, taught independently, at universities, universities of applied sciences or comparable higher education institutions or study programs in Austria or abroad, which received an evaluation of, or an evaluation deemed equivalent to, "good" (i.e. 2.0 on a scale from 1 to 5) or a better result.
- **Evidence of practical experience:** a minimum of 3 years in an occupational field related to the professorship, including at least 1 year in a position other than at a higher education

institution (unless the relevant position at a higher education institution involved a predominantly non-academic area of work).

- **Contribution to the advancement of the Entrepreneurial School®:** to be assessed by the internal members of the committee (if required, the heads of the relevant organizational units are to be heard); the assessment shall be based on contributions made by the applicant in connection with the establishment and improvement of structures and/or processes for the Entrepreneurial School® and/or the range of services and products provided by it, the strengthening of its position on the market, and/or the building or maintenance of stakeholder relations.

In the case of applicants who, upon the commencement of employment, are able to evidence that they duly earned their habilitation at a publicly recognized higher education institution or that they have the right to use the title "Assoziierte:r Fachhochschul-Professor:in", "Assoziierte:r FH-Professor:in", "Assoziierte:r Professor:in (FH)", "Fachhochschul-Professor:in", "FH-Professor:in" or "Professor:in (FH)" (e.g. having been awarded such title by the FHK (Association of Universities of Applied Sciences in Austria)), and provided such professorship was awarded permanently, the application shall include evidence of the award of the relevant title.

4.3 FULL PROFESSORSHIP

Persons who desire to obtain the right to use the title "Fachhochschul-Professor:in", "FH-Professor:in" or "Professor:in (FH)" and "(Full) Professor", respectively, in accordance with the provisions of § 10 FHG shall have the right to submit a relevant written application to the Management, which shall include the following documents:

- **Curriculum Vitae:** overview of previous career, education and further qualifications, professional development and functions, etc.
- **Evidence of academic qualification:** doctorate or equivalent academic qualification, publications, awards, memberships, editorships, etc.
- **Evidence of teaching experience and quality:** a minimum of 20 weekly semester hours, including at least 10 at MCI, taught independently, at universities, universities of applied sciences or comparable higher education institutions or study programs in Austria or abroad within the preceding 5 years, which received an evaluation of, or an evaluation deemed equivalent to, "good" (i.e. 2.0 on a scale from 1 to 5) or a better result; furthermore, the mean value of the evaluations received for all lectures held at MCI during the preceding 3 years must not exceed 2.0 on a scale from 1 to 5.
- **Evidence of practical experience:** a minimum of 5 years in an occupational field related to the professorship, including at least 3 years in a position other than at a higher education institution (unless the relevant position at a higher education institution involved a predominantly non-academic area of work).
- **Contribution to the advancement of the Entrepreneurial School®:** to be assessed by the internal members of the committee (if required, the heads of the relevant organizational units are to be heard); the assessment shall be based on contributions made by the applicant in connection with the establishment and improvement of structures and/or processes for the Entrepreneurial School® and/or the range of services and products

provided by it, the strengthening of its position on the market, and/or the building or maintenance of stakeholder relations.

In the case of applicants who, upon the commencement of employment, are able to evidence that they duly earned their habilitation at a publicly recognized higher education institution or that they have the right to use the title “Fachhochschul-Professor:in”, “FH-Professor:in” or “Professor:in (FH)” (e.g. having been awarded such title by the FHK), and provided such professorship was awarded permanently, the application shall include evidence of the award of the relevant title, in addition to evidence of having taught 10 weekly semester hours meeting the relevant quality criteria.

5 committee.

As a rule, the applications for Associate and Full MCI Professorships received by the Management will be assessed by a committee within six months from receipt, which committee shall have the following members:

- Rectorate/Management
- Head of the Academic Council
- Program Director: the Program Director responsible for the study program to which the applicant is assigned; if the applicant is a Program Director, the Rectorate/Management shall appoint another qualified person as a committee member (Program Director of a related study program, Head of a relevant Student Service, or similar).
- External expert (only for Full Professorships): such external committee member shall be appointed specifically for each individual application, whereby the appointment is to be mutually agreed between the Rectorate/Management and the other committee members; the external committee member shall have relevant academic expertise in the applicant’s area of expertise; persons employed with MCI as external faculty may be appointed as external committee members.

The committee shall be chaired by the Rectorate/Management or another committee member designated by the Rectorate/Management. The chairperson shall be responsible for ensuring that the procedure is duly conducted. A suitably qualified person may be designated to conduct the procedure and/or keep the minutes.

All members of the committee and all persons consulted by them shall be permanently and unconditionally bound by confidentiality. In the event of a rejection of the application the applicant shall have the right to inspect the anonymized minutes.

6 assessment.

Upon receipt of the application, the chairperson of the committee shall determine the type of professorship for which an assessment procedure will be initiated (based on criteria in accordance with the career model).

The assessment of applications both for Associate Professorships and for Full Professorships shall be subject to the following criteria:

- evidence of academic qualification
- evidence of teaching experience
- evidence of practical experience
- contribution to the advancement of the Entrepreneurial School®

If an application is rejected, a new application may be submitted at the earliest six months after the date of receipt of the notification of rejection.

7 expiry of right to use title.

Persons awarded the title "Assistenzprofessor:in (FH)" and "Assistant Professor", respectively, "Assoziierte:r Fachhochschul-Professor:in", "Assoziierte:r FH-Professor:in", "Assoziierte:r Professor:in (FH)" and "Associate Professor", respectively, "Fachhochschul-Professor:in", "FH-Professor:in", "Professor:in (FH)" and "(Full) Professor", respectively, shall have the right to use the relevant title for as long as they remain employed with MCI on a full-time basis.

Once the employment relationship is terminated or reduced to a level which can no longer be categorized as full-time, or near-equivalent, employment, the right to use the title shall automatically expire (the aforesaid shall not apply to part-time employment in connection with statutory parental part-time work).

Notwithstanding the above, the right to use the title may be revoked in the event the person awarded the title no longer meets the quality requirements of the Entrepreneurial School® in terms of his/her commitment or performance; this shall be deemed to be the case in particular if at any time after the award of the title, the quality of teaching deteriorates to such a degree that the mean value of the evaluations (based on the overall evaluation of the relevant lecture on a scale from 1 to 5) received for all lectures held at MCI during the preceding 3 years exceeds 2.15.

A procedure for the revocation of the right to use a title may be initiated by the Management, the Head of the Academic Council and/or the Program Director responsible for the study program to which the person whose title shall be revoked is predominantly assigned. The said three officeholders shall decide by simple majority, taking into account the quality of the overall performance of the person concerned; if the person whose title shall be revoked is a Program

Director, the Management and the Head of the Academic Council shall decide by unanimous decision. The question whether the employment relationship with the person whose title shall be revoked is to be continued, shall be decided separately from the revocation.